

Compensation Plan for SW Pay Area as of September 1, 2003

<u>Role Code</u>	<u>Role Title</u>	<u>Pay Band</u>	<u>Range Minimum</u>	<u>Range Maximum</u>	<u>Number of Employees</u>	<u>Overtime Pre-Approval</u>
19011	Admin and Office Spec I	1	\$13,101	\$26,888	52	Y
19012	Admin and Office Spec II	2	\$17,116	\$35,127	3629	Y
19013	Admin and Office Spec III	3	\$20,455	\$41,980	7733	Y
19031	Finan Svcs Spec I	4	\$26,722	\$54,842	1070	C
19032	Finan Svcs Spec II	5	\$34,910	\$71,646	213	C
19033	Finan Svcs Spec III	6	\$45,607	\$93,599	15	C
19034	Financial Services Manager I	5	\$34,910	\$71,646	288	N
19035	Financial Services Manager II	6	\$45,607	\$93,599	98	N
19036	Financial Services Manager III	7	\$59,581	\$122,281	24	N
19037	Financial Services Manager IV	8	\$77,837	\$159,747	1	N
19071	Hearing Legal Svcs Offcr I	4	\$26,722	\$54,842	111	C
19072	Hearing Legal Svcs Offcr II	5	\$34,910	\$71,646	60	C
19073	Hearing Legal Svcs Offcr III	6	\$45,607	\$93,599	17	C
19074	Hearing Legal Svcs Mgr I	5	\$34,910	\$71,646	6	N
19075	Hearing & Legal Svcs Mgr II	6	\$45,607	\$93,599	2	N
19076	Hearing Legal Svcs Mgr III	7	\$59,581	\$122,281	4	N
19091	Human Resource Analyst I	4	\$26,722	\$54,842	208	C
19092	Human Resource Analyst II	5	\$34,910	\$71,646	164	C
19093	Human Resource Analyst III	6	\$45,607	\$93,599	6	C
19094	Human Resource Manager I	5	\$34,910	\$71,646	90	N
19095	Human Resource Manager II	6	\$45,607	\$93,599	63	N
19096	Human Resource Manager III	7	\$59,581	\$122,281	7	N
19111	Lnd Acq & Prop Mgmt Agent I	3	\$20,455	\$41,980	5	Y
19112	Lnd Acq & Prop Mgmt Agent II	4	\$26,722	\$54,842	135	C
19113	Lnd Acq & Prop Mgmt Agent III	5	\$34,910	\$71,646	50	C
19114	Lnd Acq & Prop Mgmt Manager I	5	\$34,910	\$71,646	6	N
19115	Lnd Acq & Prop Mgmt Manager II	6	\$45,607	\$93,599	9	N
19131	Policy Planning Spcialst I	4	\$26,722	\$54,842	254	C
19132	Policy Planning Spcialst II	5	\$34,910	\$71,646	288	C
19133	Policy Planning Spcialst III	6	\$45,607	\$93,599	41	C
19134	Policy Planning Spcialst IV	7	\$59,581	\$122,281	2	N
19135	Policy Planning Manager I	5	\$34,910	\$71,646	26	N

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19136	Policy Planning Manager II	6	\$45,607	\$93,599	36	N
19137	Policy Planning Manager III	7	\$59,581	\$122,281	11	N
19138	Policy Planning Manager IV	8	\$77,837	\$159,747	0	N
19151	Procurement Officer I	4	\$26,722	\$54,842	167	C
19152	Procurement Officer II	5	\$34,910	\$71,646	39	C
19153	Procurement Officer III	6	\$45,607	\$93,599	16	C
19154	Procurement Manager I	4	\$26,722	\$54,842	6	C
19155	Procurement Manager II	5	\$34,910	\$71,646	58	N
19156	Procurement Manager III	6	\$45,607	\$93,599	19	N
19157	Procurement Manager IV	7	\$59,581	\$122,281	1	N
19191	Auditor I	4	\$26,722	\$54,842	14	C
19192	Auditor II	5	\$34,910	\$71,646	62	C
19193	Auditor III	6	\$45,607	\$93,599	1	C
19194	Audit Services Manager I	5	\$34,910	\$71,646	2	N
19195	Audit Services Manager II	6	\$45,607	\$93,599	19	N
19196	Audit Services Manager III	7	\$59,581	\$122,281	10	N
19197	Audit Services Manager IV	8	\$77,837	\$159,747	1	N
19211	Prog Admin Specilist I	4	\$26,722	\$54,842	1476	C
19212	Prog Admin Specialist II	5	\$34,910	\$71,646	706	C
19213	Prog Admin Specialist III	6	\$45,607	\$93,599	11	C
19214	Prog Admin Manager I	4	\$26,722	\$54,842	9	C
19215	Prog Admin Manager II	5	\$34,910	\$71,646	208	N
19216	Prog Admin Manager III	6	\$45,607	\$93,599	188	N
19221	Gen Admin Supv I/Coord I	4	\$26,722	\$54,842	456	C
19222	Gen Admin Supv II/Coord II	5	\$34,910	\$71,646	71	C
19223	Gen Admin Manager I	5	\$34,910	\$71,646	196	N
19224	Gen Admin Manager II	6	\$45,607	\$93,599	138	N
19225	Gen Admin Manager III	7	\$59,581	\$122,281	87	N
19226	Gen Admin Manager IV	8	\$77,837	\$159,747	7	N
29031	Hist/Arch & Preserv I	3	\$20,455	\$41,980	4	Y
29032	Hist/Arch & Preserv II	4	\$26,722	\$54,842	7	C
29033	Hist/Arch & Preserv III	5	\$34,910	\$71,646	12	C
29034	Hist/Arch & Pres Mgr	5	\$34,910	\$71,646	15	N

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<u>Role Code</u>	<u>Role Title</u>	<u>Pay Band</u>	<u>Range Minimum</u>	<u>Range Maximum</u>	<u>Number of Employees</u>	<u>Overtime Pre-Approval</u>
29051	Library Specialist I	3	\$20,455	\$41,980	235	Y
29052	Library Specialist II	4	\$26,722	\$54,842	183	C
29053	Library Specialist III	5	\$34,910	\$71,646	33	C
29054	Library Manager	6	\$45,607	\$93,599	10	N
29071	Media Specialist I	2	\$17,116	\$35,127	1	Y
29072	Media Specialst II	3	\$20,455	\$41,980	114	Y
29073	Media Specialst III	4	\$26,722	\$54,842	155	C
29074	Media Specialst IV	5	\$34,910	\$71,646	24	C
29075	Media Manager I	4	\$26,722	\$54,842	6	C
29076	Media Manager II	5	\$34,910	\$71,646	8	N
29091	PR & Mktg Spec I	2	\$17,116	\$35,127	6	Y
29092	PR & Mktg Spec II	3	\$20,455	\$41,980	71	Y
29093	PR & Mktg Spec III	4	\$26,722	\$54,842	176	C
29094	PR & Mktg Spec IV	5	\$34,910	\$71,646	123	C
29095	PR & Mktg Spec V	6	\$45,607	\$93,599	30	C
29096	PR & Mktg Mgr I	4	\$26,722	\$54,842	7	C
29097	PR & Mktg Mgr II	5	\$34,910	\$71,646	27	N
29098	PR & Mktg Mgr III	6	\$45,607	\$93,599	17	N
29099	PR & Mktg Mgr IV	7	\$59,581	\$122,281	7	N
29111	Trainer Instructor I	3	\$20,455	\$41,980	145	Y
29112	Trainer Instructor II	4	\$26,722	\$54,842	669	C
29113	Trainer Instructor III	5	\$34,910	\$71,646	133	C
29114	Trng & Instruct Mgr I	5	\$34,910	\$71,646	27	N
29115	Trng & Instruct Mgr II	6	\$45,607	\$93,599	3	N
29131	Education Coordinator I	5	\$34,910	\$71,646	109	C
29132	Education Coordinator II	6	\$45,607	\$93,599	24	C
29133	Education Administrator I	4	\$26,722	\$54,842	16	C
29134	Education Administrator II	5	\$34,910	\$71,646	33	C
29135	Education Administrator III	6	\$45,607	\$93,599	59	C
29136	Education Administrator IV	7	\$59,581	\$122,281	9	N
29141	Education Support Assistant	1	\$13,101	\$26,888	1	Y
29142	Education Support Specialist I	2	\$17,116	\$35,127	99	Y
29143	Education Support Spec II	3	\$20,455	\$41,980	622	Y

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29144	Education Support Spec III	4	\$26,722	\$54,842	237	C
39011	Computer Operations Techn I	3	\$20,455	\$41,980	153	Y
39012	Computer Operations Techn II	4	\$26,722	\$54,842	65	C
39013	Computer Operations Manager I	5	\$34,910	\$71,646	30	N
39014	Computer Operations Manager II	6	\$45,607	\$93,599	9	N
39031	Electronic Technician I	3	\$20,455	\$41,980	62	Y
39032	Electronic Technician II	4	\$26,722	\$54,842	187	C
39033	Electronic Technician III	5	\$34,910	\$71,646	3	C
39034	Electronics Manager I	5	\$34,910	\$71,646	14	N
39051	Architect/Engineer I	5	\$34,910	\$71,646	824	C
39052	Architect/Engineer II	6	\$45,607	\$93,599	94	C
39053	Arch/Engring Mgr I	5	\$34,910	\$71,646	222	N
39054	Arch/Engring Mgr II	6	\$45,607	\$93,599	196	N
39055	Arch/Engring Mgr III	7	\$59,581	\$122,281	35	N
39071	Engineering Technician I	2	\$17,116	\$35,127	34	Y
39072	Engineering Technician II	3	\$20,455	\$41,980	292	Y
39073	Engineering Technician III	4	\$26,722	\$54,842	1156	C
39074	Engineering Technician IV	5	\$34,910	\$71,646	47	C
39111	Info Technology Specialist I	4	\$26,722	\$54,842	688	C
39112	Info Technology Specialist II	5	\$34,910	\$71,646	1287	C
39113	Info Technology Specialist III	6	\$45,607	\$93,599	930	C
39114	Info Technology Specialist IV	7	\$59,581	\$122,281	23	N
39115	Info Technology Manager I	6	\$45,607	\$93,599	77	N
39116	Info Technology Manager II	7	\$59,581	\$122,281	86	N
39117	Info Technology Manager III	8	\$77,837	\$159,747	10	N
49011	Counselor I	3	\$20,455	\$41,980	96	Y
49012	Counselor II	4	\$26,722	\$54,842	907	C
49013	Counselor Manager	5	\$34,910	\$71,646	28	N
49031	Dentist I	6	\$45,607	\$93,599	53	C
49032	Dentist II	7	\$59,581	\$122,281	1	N
49033	Dental Manager	7	\$59,581	\$122,281	2	N
49051	Direct Service Associate I	1	\$13,101	\$26,888	79	Y
49052	Direct Service Associate II	2	\$17,116	\$35,127	3236	Y

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49053	Direct Service Associate III	3	\$20,455	\$41,980	873	Y
49091	Health Care Technician I	2	\$17,116	\$35,127	5	Y
49092	Health Care Technologist I	3	\$20,455	\$41,980	11	Y
49093	Health Care Technologist II	4	\$26,722	\$54,842	71	C
49094	Health Care Technologist III	5	\$34,910	\$71,646	14	C
49095	Health Care Manager	5	\$34,910	\$71,646	1	C
49111	Licensed Practical Nurse	3	\$20,455	\$41,980	593	Y
49112	Registered Nurse I	4	\$26,722	\$54,842	600	C
49113	Rn II/Nurse Prct I/Phy Asst	5	\$34,910	\$71,646	669	C
49114	Rn III/Nurse Prct II	6	\$45,607	\$93,599	71	C
49115	Registered Nurse Manager I	5	\$34,910	\$71,646	317	N
49116	Registered Nurse Manager II	6	\$45,607	\$93,599	51	N
49131	Pharmacist I	5	\$34,910	\$71,646	33	C
49132	Pharmacist II	6	\$45,607	\$93,599	20	C
49133	Pharmacy Manager	6	\$45,607	\$93,599	4	N
49151	Physician I	7	\$59,581	\$122,281	14	N
49152	Physician II	8	\$77,837	\$159,747	132	N
49153	Physician Manager I	8	\$77,837	\$159,747	34	N
49154	Physician Manager II	9	\$101,687	\$250,000	13	N
49171	HlthCare Comp Spec I	4	\$26,722	\$54,842	60	C
49172	HlthCare Comp Spec II	5	\$34,910	\$71,646	168	C
49173	Health Care Compliance Manager	6	\$45,607	\$93,599	4	N
49211	Psychologist I	4	\$26,722	\$54,842	66	C
49212	Psychologist II	5	\$34,910	\$71,646	129	C
49213	Psychologist III	6	\$45,607	\$93,599	40	C
49214	Psychology Manager	6	\$45,607	\$93,599	10	N
49231	Therapy Assistant/Therapist I	3	\$20,455	\$41,980	114	Y
49232	Therapist II	4	\$26,722	\$54,842	51	C
49233	Therapist III	5	\$34,910	\$71,646	87	C
49234	Therapy Manager I	5	\$34,910	\$71,646	5	N
49235	Therapy Manager II	6	\$45,607	\$93,599	11	N
59011	Agricultural Specialist I	1	\$13,101	\$26,888	1	Y
59012	Agricultural Specialist II	2	\$17,116	\$35,127	14	Y

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59013	Agricultural Specialist III	3	\$20,455	\$41,980	124	Y
59014	Agricultural Specialist IV	4	\$26,722	\$54,842	58	C
59015	Agricultural Specialist V	5	\$34,910	\$71,646	4	C
59016	Agricultural Manager I	4	\$26,722	\$54,842	30	C
59017	Agricultural Manager II	5	\$34,910	\$71,646	18	N
59018	Agricultural Manager III	6	\$45,607	\$93,599	2	N
59019	Agricultural Manager IV	7	\$59,581	\$122,281	1	N
59031	Environmental Specialist I	4	\$26,722	\$54,842	564	C
59032	Environmental Specialist II	5	\$34,910	\$71,646	621	C
59033	Environmental Manager I	5	\$34,910	\$71,646	66	N
59034	Environmental Manager II	6	\$45,607	\$93,599	88	N
59035	Environmental Manager III	7	\$59,581	\$122,281	15	N
59071	Laboratory and Research Aide	1	\$13,101	\$26,888	7	Y
59072	Lab & Research Tech	2	\$17,116	\$35,127	127	Y
59073	Lab & Research Spec I	3	\$20,455	\$41,980	492	Y
59074	Lab & Resrch Spec II	4	\$26,722	\$54,842	513	C
59075	Lab & Research Mgr	5	\$34,910	\$71,646	25	N
59091	Minerals Specialist I	5	\$34,910	\$71,646	115	C
59092	Minerals Specialist II	6	\$45,607	\$93,599	5	C
59093	Minerals Manager I	6	\$45,607	\$93,599	6	N
59094	Minerals Manager II	7	\$59,581	\$122,281	1	N
59111	Natural Resource Specialist I	2	\$17,116	\$35,127	46	Y
59112	Natural Resource Specialist II	3	\$20,455	\$41,980	178	Y
59113	Natural Resource Specialst III	4	\$26,722	\$54,842	111	C
59114	Natural Resource Specialist IV	5	\$34,910	\$71,646	4	C
59115	Natural Resource Manager I	4	\$26,722	\$54,842	12	C
59116	Natural Resource Manager II	5	\$34,910	\$71,646	54	N
59117	Natural Resource Manager III	6	\$45,607	\$93,599	3	N
59131	Scientist I	4	\$26,722	\$54,842	133	C
59132	Scientist II	5	\$34,910	\$71,646	163	C
59133	Scientist III	6	\$45,607	\$93,599	40	C
59134	Scientist Manager I	5	\$34,910	\$71,646	33	N
59135	Scientist Manager II	6	\$45,607	\$93,599	20	N

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59136	Scientist Manager III	7	\$59,581	\$122,281	1	N
59151	Veterinary Technician I	4	\$26,722	\$54,842	17	C
59152	VetTech II/Vetnarian I	5	\$34,910	\$71,646	15	C
59153	Veterinarian II	6	\$45,607	\$93,599	2	C
59154	Veterinarian III	7	\$59,581	\$122,281	2	N
59155	Veterinary Manager	7	\$59,581	\$122,281	1	N
69031	Compliance/Safety Officer I	2	\$17,116	\$35,127	2	Y
69032	Compliance/Safety Officer II	3	\$20,455	\$41,980	17	Y
69033	Compliance/Safety Officer III	4	\$26,722	\$54,842	201	C
69034	Compliance/Safety Officer IV	5	\$34,910	\$71,646	83	C
69035	Compliance Manager I	5	\$34,910	\$71,646	16	N
69036	Compliance Manager II	6	\$45,607	\$93,599	19	N
69037	Compliance Manager III	7	\$59,581	\$122,281	1	N
69071	Law Enforcement Officer I	3	\$20,455	\$41,980	203	Y
69072	Law Enforcement Officer II	4	\$26,722	\$54,842	1148	C
69073	Law Enforcement Officer III	5	\$34,910	\$71,646	669	C
69074	Law Enforcement Manager I	5	\$34,910	\$71,646	178	N
69075	Law Enforcement Manager II	6	\$45,607	\$93,599	168	N
69076	Law Enforcement Manager III	7	\$59,581	\$122,281	8	N
69091	Probation Officer I	4	\$26,722	\$54,842	1044	C
69092	Probation Officer II	5	\$34,910	\$71,646	121	C
69093	Probation Manager I	5	\$34,910	\$71,646	53	N
69094	Probation Manager II	6	\$45,607	\$93,599	18	N
69111	Security Officer I	1	\$13,101	\$26,888	57	Y
69112	Security Officer II	2	\$17,116	\$35,127	143	Y
69113	Security Officer III	3	\$20,455	\$41,980	7148	Y
69114	Security Officer IV	4	\$26,722	\$54,842	706	C
69115	Security Manager I	4	\$26,722	\$54,842	389	C
69116	Security Manager II	5	\$34,910	\$71,646	247	N
69117	Security Manager III	6	\$45,607	\$93,599	40	N
69118	Security Manager IV	7	\$59,581	\$122,281	10	N
69119	Security Manager V	8	\$77,837	\$159,747	2	N
69131	Forensic Science Specialist I	3	\$20,455	\$41,980	19	Y

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69132	For Sci Spec II/For Scintist I	4	\$26,722	\$54,842	9	C
69133	For Sci Spec III/F Scintist II	5	\$34,910	\$71,646	92	C
69134	Forensic Scientist III	6	\$45,607	\$93,599	23	C
69135	Forensic Science Manager I	7	\$59,581	\$122,281	15	N
69136	Forensic Science Manager II	8	\$77,837	\$159,747	1	N
69151	Emergency Coordinator I	3	\$20,455	\$41,980	83	Y
69152	Emergency Coordinator II	4	\$26,722	\$54,842	117	C
69153	Emergency Coordinator III	5	\$34,910	\$71,646	11	C
69154	Emergency Coordinator Mgr I	5	\$34,910	\$71,646	25	N
69155	Emergency Coordinator Mgr II	6	\$45,607	\$93,599	7	N
69156	Emergency Coordinator Mgr III	7	\$59,581	\$122,281	1	N
79011	Pilot I	4	\$26,722	\$54,842	3	C
79012	Pilot II	5	\$34,910	\$71,646	8	C
79013	Aviation Manager	6	\$45,607	\$93,599	2	N
79031	Trades Technician I	1	\$13,101	\$26,888	303	Y
79032	Trades Technician II	2	\$17,116	\$35,127	53	Y
79033	Trades Technician III	3	\$20,455	\$41,980	1393	Y
79034	Trades Technician IV	4	\$26,722	\$54,842	663	C
79035	Trades Manager I	5	\$34,910	\$71,646	126	N
79036	Trades Manager II	6	\$45,607	\$93,599	8	N
79051	Equipmt Serv Repair Tech I	3	\$20,455	\$41,980	400	Y
79052	Equipmt Serv Repair Tech II	4	\$26,722	\$54,842	119	C
79053	Equipmt Serv Repair Managr I	4	\$26,722	\$54,842	93	C
79054	Equipmt Serv Repair Managr II	5	\$34,910	\$71,646	7	N
79071	Hsekeep &/or Apparel Workr I	1	\$13,101	\$26,888	1686	Y
79072	Hsekeep &/or Apparel Workr II	2	\$17,116	\$35,127	125	Y
79073	Hsekeep &/or Apparel Managr I	3	\$20,455	\$41,980	113	Y
79074	Hsekeep &/or Apparel Managr II	4	\$26,722	\$54,842	20	C
79091	Printing Technician I	1	\$13,101	\$26,888	3	Y
79092	Printing Technician II	2	\$17,116	\$35,127	42	Y
79093	Printing Technician III	3	\$20,455	\$41,980	60	Y
79094	Printing Technician IV	4	\$26,722	\$54,842	5	C
79095	Printing Services Manager I	4	\$26,722	\$54,842	10	C



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79096	Printing Services Manager II	5	\$34,910	\$71,646	2	N
79111	Retail Specialst I	2	\$17,116	\$35,127	71	Y
79112	Retail Specialst II	3	\$20,455	\$41,980	190	Y
79113	Retail Manager I	3	\$20,455	\$41,980	156	Y
79114	Retail Manager II	4	\$26,722	\$54,842	89	C
79115	Retail Manager III	5	\$34,910	\$71,646	13	N
79131	Store & Ware Spec I	1	\$13,101	\$26,888	8	Y
79132	Store & Ware Spec II	2	\$17,116	\$35,127	151	Y
79133	Store & Ware Spec III	3	\$20,455	\$41,980	199	Y
79134	Warehouse Manager I	4	\$26,722	\$54,842	28	C
79135	Warehouse Manager II	5	\$34,910	\$71,646	6	N
79151	Transportation Operator I	1	\$13,101	\$26,888	84	Y
79152	Transportation Operator II	2	\$17,116	\$35,127	3035	Y
79153	Transportation Operator III	3	\$20,455	\$41,980	29	Y
79154	Transport Opertns Manager I	3	\$20,455	\$41,980	386	Y
79155	Transport Opertns Manager II	4	\$26,722	\$54,842	263	C
79156	Transport Opertns Manager III	5	\$34,910	\$71,646	55	N
79171	Utility Plant Specialist I	2	\$17,116	\$35,127	5	Y
79172	Utility Plant Specialist II	3	\$20,455	\$41,980	245	Y
79174	Utility Plant Manager I	4	\$26,722	\$54,842	46	C
79175	Utility Plant Manager II	5	\$34,910	\$71,646	1	C
79191	Watercraft Operator I	2	\$17,116	\$35,127	33	Y
79192	Watercraft Operator II	3	\$20,455	\$41,980	12	Y
79193	Watercraft Operatns Manager I	4	\$26,722	\$54,842	20	C
79194	Watercraft Operatns Manager II	5	\$34,910	\$71,646	3	N
79211	Food Service Technician I	1	\$13,101	\$26,888	513	Y
79212	Food Service Technician II	2	\$17,116	\$35,127	121	Y
79213	Food Service Technician III	3	\$20,455	\$41,980	223	Y
79214	Food Service Manager I	3	\$20,455	\$41,980	67	Y
79215	Food Service Manager II	4	\$26,722	\$54,842	62	C
79216	Food Service Manager III	5	\$34,910	\$71,646	41	N